

Machinetra Gender Equality Pledge

Introduction

Machinetra is committed to fostering an inclusive, respectful, and equitable working environment where everyone - regardless of gender, gender identity, sexual orientation, ethnicity, disability, age, religion, or any other characteristic - can thrive and contribute fully.

This pledge outlines our principles and actions in line with the European Union's Gender Equality Strategy and relevant directives.

1. Equal Opportunities in Recruitment and Career Development

- Transparent, merit-based recruitment processes, free from bias and discrimination.
- Inclusive and gender-neutral job descriptions and interview procedures.
- Equal access to training, mentoring, and promotion opportunities.

2. Equal Pay for Equal Work

- Regular pay audits to identify and address gender pay gaps.
- Remuneration policies based solely on skills, responsibilities, and performance.

3. Work-Life Balance and Family-Friendly Policies

- Flexible working arrangements, including remote work, flexible hours, and parental leave for all genders.
- Support for balancing professional and personal responsibilities.

4. Zero Tolerance for Harassment and Discrimination

- Clear, confidential, and accessible reporting system for discrimination, harassment, or bullying.
- Immediate and impartial action in response to complaints.

5. Gender Balance in Leadership and Decision-Making

- Balanced representation of genders at management and decision-making levels.
- Inclusion of gender equality considerations in all strategic and operational planning.

6. Continuous Monitoring and Improvement

- Annual diversity and inclusion reports.

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- Mandatory training on unconscious bias, diversity, and inclusion.
- Regular updates to align with evolving EU legislation and best practices.

Adoption & Commitment

This Gender Equality Pledge is endorsed by the Machinetra Executive Board and applies to all employees, contractors, and partners.

We commit to upholding these principles not only within our organisation but also in our collaborations, supply chain, and stakeholder engagements.

Date: August 12, 2025

Signed: _____

Position: _____